

30 MAR 1954

MEMORANDUM FOR: Chairman, Junior Officers' Committee

SUBJECT: Final Report of the Committee

1. The Committee's Report was reviewed by the CIA Career Service Board at its meeting on 23 November 1953. The Board decided to take no action on the Report until each member of the Board had reviewed it in detail and had had an opportunity to formulate his comments. At its meeting on 16 February 1954, the Career Service Board again reviewed the Report giving consideration to the comments of the members. It is the desire of the Board that your group be apprised of the Board's conclusions.

2. The Board commends the Committee for its conscientious and diligent approach to the problem. The Report serves a very useful purpose in documenting and summarizing problems of junior officer personnel for which solutions must be found.

3. The Board believes that steps should be taken promptly to relieve immediate pressures and to solve problems of obvious importance. However, most of the problems call for considered and deliberate improvement primarily through the education of supervisors. To this end, increasing emphasis is being placed upon training for supervisors at all levels in the organization. The policy statement of the Deputy Director on this subject, dated 4 January 1954, is attached for your information.

4. The Board will encourage the appropriate Agency components to give their active consideration in developing programs for the improvement of personnel management throughout the Agency. The Committee's Report with the comments of the members of the Career Service Board has been referred to the Assistant Director for Personnel for appropriate action.

LYMAN B. KIRKPATRICK
Chairman,
CIA Career Service Board

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Attachment - as stated

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